

Exhibit 16

Excerpts of SW-SEC00310427



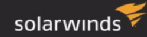
BI-WEEKLY DOIT STAFF MEETING

1:1 WITH CTO
CONFIDENTIAL

DEVELOPMENT OPERATIONS & INFORMATION TECHNOLOGY (DOIT)

SOX CONTROLS: FINDINGS SUMMARY

#notwinning



Change Management

Objective: Changes to financially impactful applications should be performed in a controlled manner with involvement from business and IT ownership. Change procedures should include proper testing, approval, implementation, and post-implementation verification.

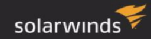
- Controls Reviewed: 8
- In Place: 4
- ⊖ Partially in Place: 3
- ⊖ Not in Place: 1

User Access Management

Objective: Access to financially impactful applications should be restricted to appropriate individuals. Formal procedures should be maintained to add, change, remove, and review access.

- Controls Reviewed: 7
- In Place: 3
- ⊖ Partially in Place: 4

AGENDA



- *Asset Rationalization Update*
- *Engineering Shared Services Budget Recommendation*
- *Austin Office (data center) DR Plan*
- *Flood Damage Assessment – Vendor Recommendation*
- *SOX Change Mgmt/ Access Control*
- *Microsoft Gold Partnership – Site Migration*
- *EUS BluePrint*
- *CTO Seating Plan : Facilities*
- *Site Strategy*
- *Quarterly Risk Reports (+Juliet, Hosted DNS)*
- *DOIT 20/20 Vision : 2 Year Strategic Plan*
- *Lehi Hiring*
- *Product Management Quarterly (list of products)*
- *Acquisition Integration*

.DAT File Field Headers	.DAT File Field Values
FIRSTBATES	SW-SEC00310427
LASTBATES	SW-SEC00310447
ATTACHRANGE	SW-SEC00310427 - SW-SEC00310450
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ENDATTACH	SW-SEC00310450
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CHILD_BATES	SW-SEC00310448;SW-SEC00310449;SW-SEC00310450
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TO	
CC	
BCC	
SUBJECT	
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TIME_ZONE	(UTC) Coordinated Universal Time
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AUTHOR	Hedge, Chris
LAST_AUTHOR	
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TIME_CREATED	9:08 PM
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TIME_ACCESSD	11:51:16 PM
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